

NORTHERN CALIFORNIA TILE INDUSTRY DEFINED BENEFIT PLAN
(as revised January 1, 2023)

EIGHTH AMENDMENT

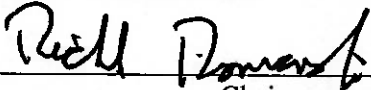
Pursuant to the powers conferred upon them by Article V, Section 5.5 of the Trust Agreement, the Board of Trustees amended the Defined Benefit Plan as follows, to be effective for retirements on or after June 1, 2026, and authorized the Chairman and Secretary to authenticate the same by affixing their signatures hereto:

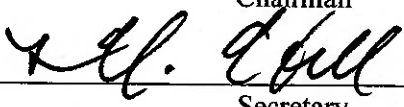
1. Effective for retirements on or after June 1, 2026, amend Article V, Section 5 in its entirety to read as follows:

5. In-Service Distribution

Notwithstanding any other provision of this Plan, an Employee who is actively employed by a participating Employer in a non-bargaining unit position which is stated in Article IX Section 1(e) to be an exception to this Plan's suspension of benefit rules, may elect to commence an In-Service Distribution of his or her vested accrued benefit under the Plan, provided the Employee has attained age 59 ½.

IN WITNESS of the adoption of this Amendment, the Chairman and Secretary hereby subscribe their names, on the dates indicated.


Chairman


Secretary

Date: 9/16/26

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